



matrix pharma
corp

CLIMATE CHANGE POLICY

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Version 1.0



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1. INTRODUCTION

Matrix Pharmacorp aims to make a positive impact on climate action and is committed to contribute to limiting global temperature rise to 1.5°C by setting and progressing towards Science-Based Targets, enabled through energy transition, partnerships, stakeholder engagement, amongst others.

Additionally, we are also committed to work with local stakeholders to assess climate-related risks, support adaptation and capacity-building initiatives

2. APPLICABILITY

Applicable across all sites and to all employees of Matrix Pharmacorp

3. POLICY STATEMENT

Matrix Pharmacorp is committed to climate action as an essential part of our vision to create a net positive impact across people, planet, and product by building on our legacy of responsible growth and sustainability. We actively seek opportunities to reduce greenhouse gas emissions from our value chain through innovation, collaboration, and responsible practices. Further, we aim to strengthen the resilience of our operations as well as of our local communities and ecosystems to withstand the adverse impacts of climate change.

4. GOALS

➤ Scope 1 and 2 Emissions

We aim to reduce Scope 1 and 2 greenhouse gas emissions by approximately **42% by FY2031**, compared to our **FY2026** baseline. This provisional target aligns with the SBTi 1.5°C pathway and will be finalized after the target validation process.

➤ Scope 3 Emissions

We aim to reduce Scope 3 emissions by approximately **25% by the end of FY2031**, compared to our **FY2026** baseline. This indicative target will be refined based on SBTi guidance and data availability.

➤ Net-Zero Commitment

We are committed to achieving **net-zero greenhouse gas emissions by FY2050**, consistent with the SBTi Net-Zero Standard and the 1.5°C trajectory. This long-term goal will be supported by interim targets and decarbonization strategies.

5. COMMITMENTS

- **Science-Based Targets:** Reduce our GHG emissions to limit global temperature rise to 1.5°C through the adoption of new technologies and reducing our reliance on renewable energy.
- **Climate Risk and Opportunity Management:** We shall conduct climate risk assessments to identify potential impacts of climate change on our operations and value chain and develop and implement strategies to build resilience and minimize climate-related disruptions.
- **Sustainable Energy Sourcing:** We are committed to increasing the use of renewable energy sources to reduce our reliance on fossil fuels.
- **Engagement with Supply Chain Partners:** We shall collaborate with suppliers to promote sustainable practices and reduce their environmental footprint. We shall also prioritize suppliers who demonstrate commitment to environmental responsibility and social accountability.
- **Employee Engagement and Awareness:** We shall educate and empower employees on energy efficiency and climate change. We will promote active participation in energy-saving initiatives, such as responsible use of equipment, optimizing heating and cooling systems, and reducing unnecessary energy consumption across operations.
- **Transparency and Reporting:** We are committed to tracking and transparently reporting on our climate impact. We shall measure our progress against GHG reduction targets and disclose our climate-related risks and opportunities in accordance with relevant reporting frameworks.

6. OVERSIGHT AND IMPLEMENTATION

The Board of Directors holds overall responsibility for the strategic oversight of this Policy, ensuring it aligns with our corporate values, regulatory obligations, and sustainability commitments. The Board reviews climate performance, sets long-term objectives, and ensures accountability at the highest level.

Our Executive management is responsible for the effective implementation of the policy, integrating environmental considerations into business operations, decision-making, and corporate strategy. This includes developing action plans, allocating necessary resources, monitoring compliance, and driving continuous improvement.

To ensure accountability, designated teams and functional leaders shall oversee specific environmental initiatives, conduct regular assessments, and report progress to both



executive management and Board of Directors. Compliance with environmental regulations, industry's best practices, and sustainability goals is maintained through governance frameworks, internal audits, and stakeholder engagement.

7. REVIEW & AMENDMENTS

The policy will be communicated to all employees, stakeholders, and is applicable to all facilities of the organization. This policy shall be periodically reviewed to ensure its effectiveness and alignment with regulatory requirements and best-in-class corporate governance practices. Amendments, If any, shall be proposed for implementation in FY28 or earlier, as and when required.